

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
CDF Firefighters
Firefighter
Bargaining Unit 8**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 8 contract expires in its entirety as of June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – Representation Rights
- Article 3 – CDF Firefighters Organizational Security
- Article 4 – Employer Rights
- Article 5 – General Provisions
- Article 6 – Grievance and Arbitration Procedure
- Article 7 – Complaint/Procedure and Out-of-Class Claims Process
- Article 8 – Hours of Work and Overtime
- Article 9 – Voluntary Transfer and Reassignments
- Article 10 – Leaves
- Article 11 – Health and Welfare
- Article 12 – Allowances and Reimbursements
- Article 13 – Retirement
- Article 14 – Committees
- Article 15 – Career Development and SPB Issues
- Article 16 – Agreement and Terms
- Article 17 – Salaries
- Article 18 – Apprenticeship and Training
- Addendum A – Substance Abuse Testing

Addendum B – Discipline Grievance Acknowledgement and Waiver

Addendum C – Sample Settlement and Release

Sideletter – Paid Time Off, Precinct Election Board

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.